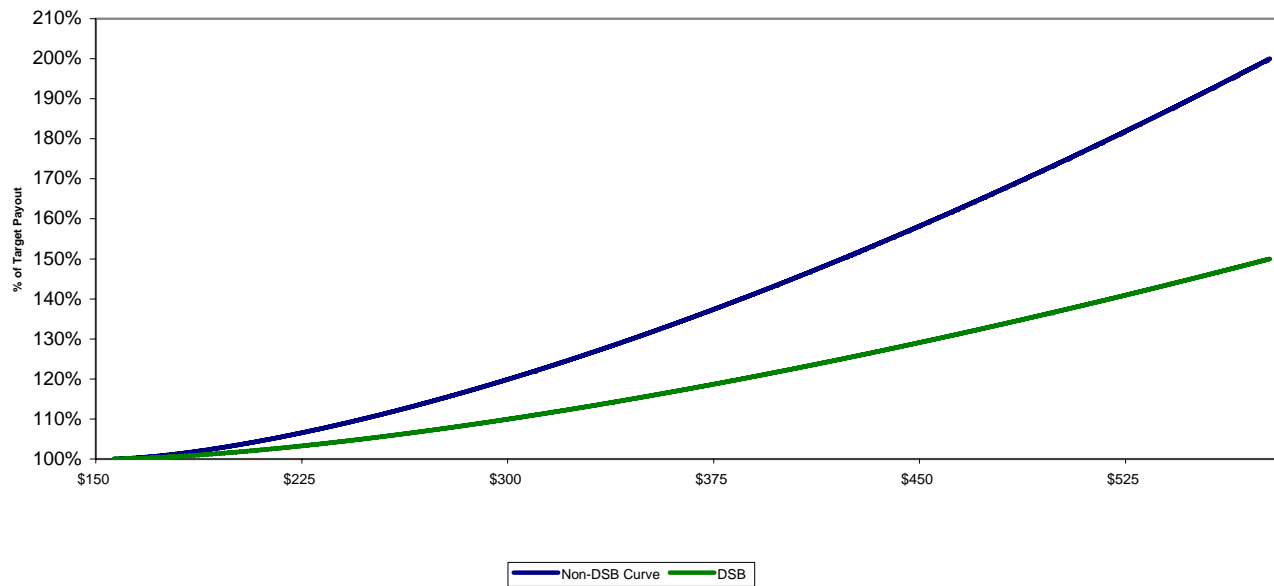


Exhibit 1

DELPHI CORPORATION
2nd 2008 6-month **Corporate EBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$156.5	100%	\$156.5
110%	\$244.2	105%	\$241.1
120%	\$298.1	110%	\$295.7
130%	\$343.1	115%	\$341.0
140%	\$383.2	120%	\$381.3
150%	\$420.0	125%	\$418.2
160%	\$454.4	130%	\$452.7
170%	\$486.9	135%	\$485.3
180%	\$517.8	140%	\$516.3
190%	\$547.5	145%	\$546.1
200%	\$577.5	150%	\$577.5

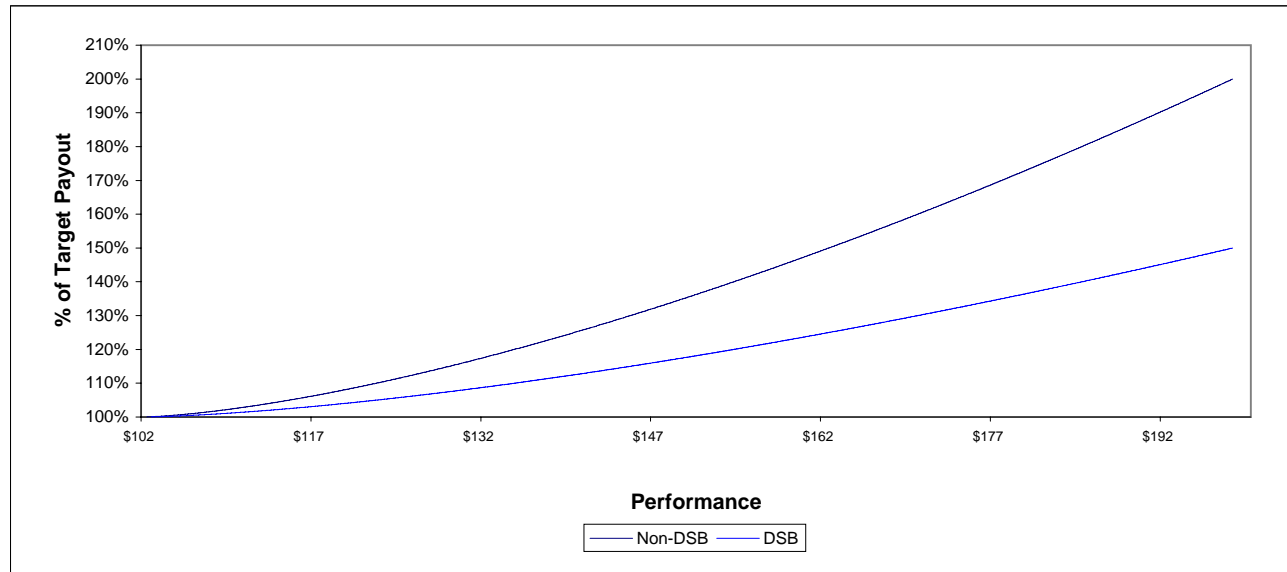


	Target	Maximum
EBITDAR	\$156.5	\$577.5
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 2nd 2008 6-month **Powertrain OIBITDAR** AIP Payout Curve

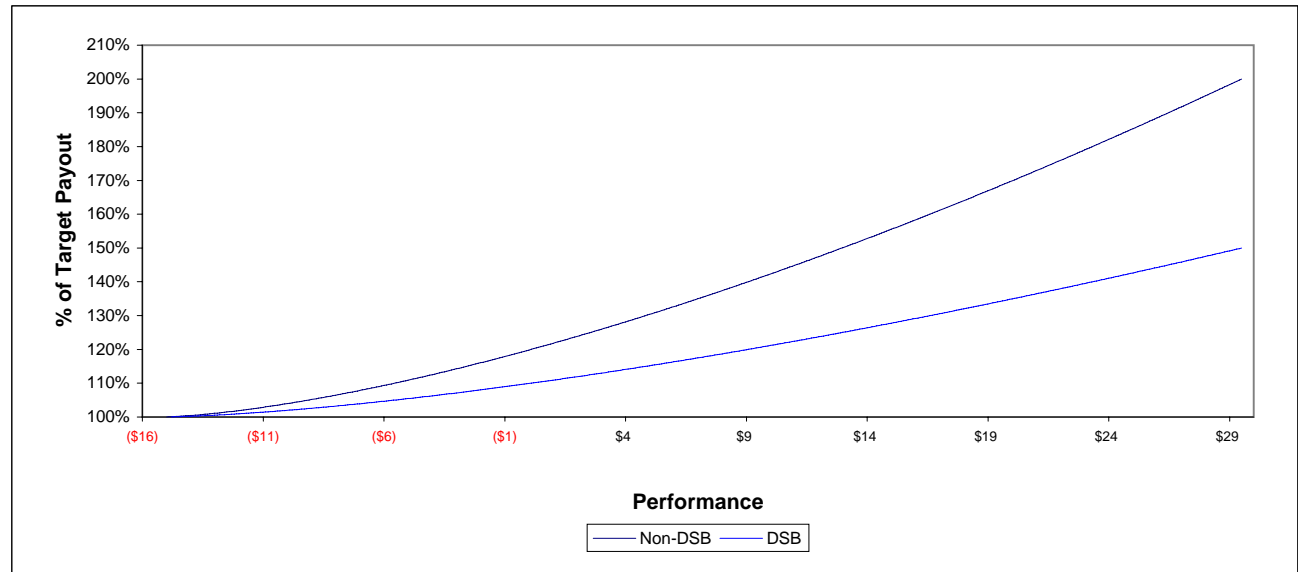
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$102.0	100%	\$102.0
110%	\$122.1	105%	\$121.4
120%	\$134.5	110%	\$133.9
130%	\$144.8	115%	\$144.3
140%	\$153.9	120%	\$153.5
150%	\$162.4	125%	\$162.0
160%	\$170.2	130%	\$169.9
170%	\$177.7	135%	\$177.3
180%	\$184.8	140%	\$184.4
190%	\$191.6	145%	\$191.2
200%	\$198.4	150%	\$198.4



	Target	Maximum
OIBITDAR	\$102.0	\$198.4
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
Proposed 2nd 2008 6-month **Steering OIBITDAR** AIP Payout Curve

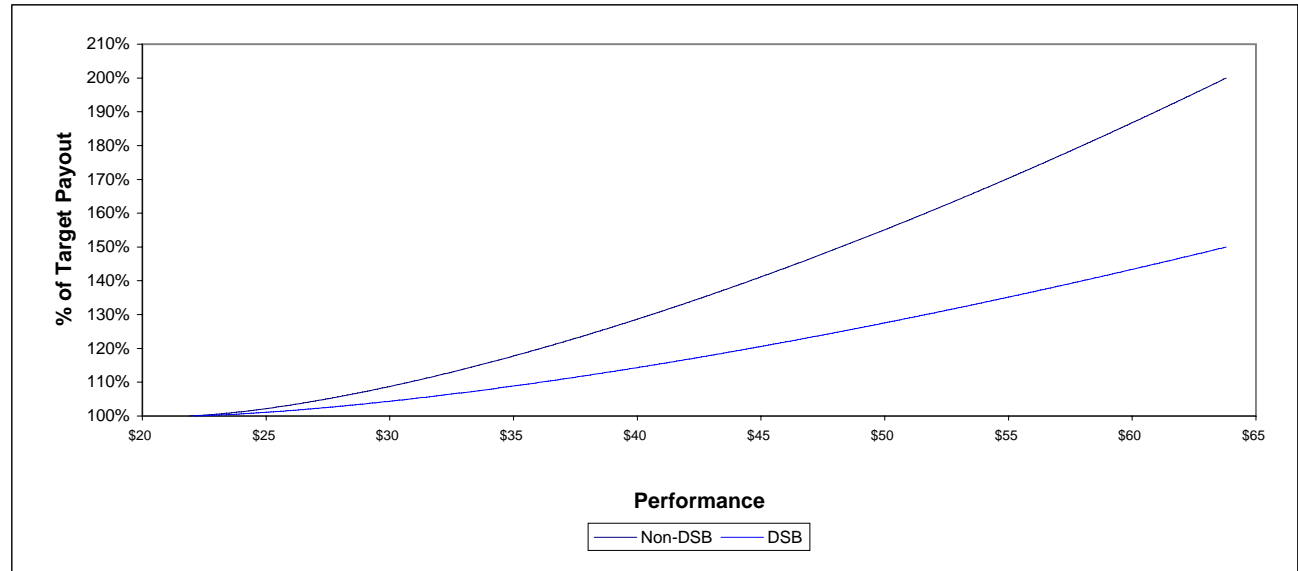
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	(\$15.2)	100%	(\$15.2)
110%	(\$5.8)	105%	(\$6.2)
120%	(\$0.1)	110%	(\$0.4)
130%	\$4.7	115%	\$4.4
140%	\$8.9	120%	\$8.7
150%	\$12.8	125%	\$12.6
160%	\$16.5	130%	\$16.3
170%	\$19.9	135%	\$19.8
180%	\$23.2	140%	\$23.0
190%	\$26.4	145%	\$26.2
200%	\$29.5	150%	\$29.5



	Target	Maximum
OIBITDAR	(\$15.2)	\$29.5
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
Proposed 2nd 2008 6-month Thermal OIBITDAR AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$21.7	100%	\$21.7
110%	\$30.5	105%	\$30.2
120%	\$35.9	110%	\$35.7
130%	\$40.4	115%	\$40.2
140%	\$44.4	120%	\$44.2
150%	\$48.1	125%	\$47.9
160%	\$51.5	130%	\$51.4
170%	\$54.8	135%	\$54.6
180%	\$57.9	140%	\$57.7
190%	\$60.8	145%	\$60.7
200%	\$63.8	150%	\$63.8

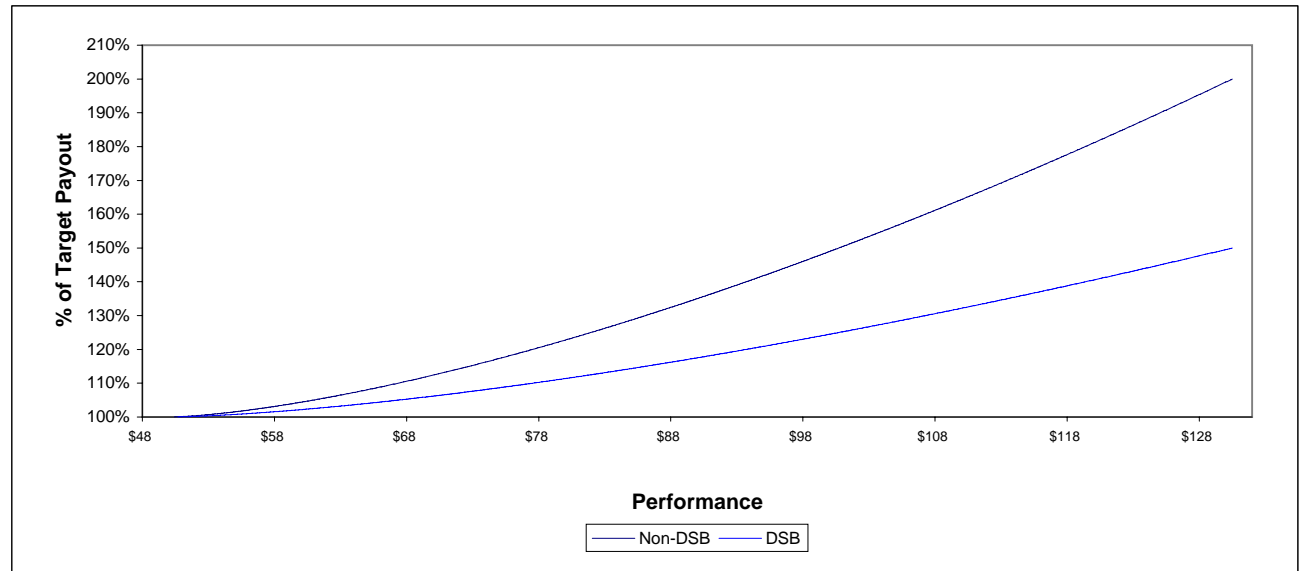


	Target	Maximum
OIBITDAR	\$21.7	\$63.8
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 2nd 2008 6-month **Electronics & Safety OIBITDAR** AIP Payout Curve

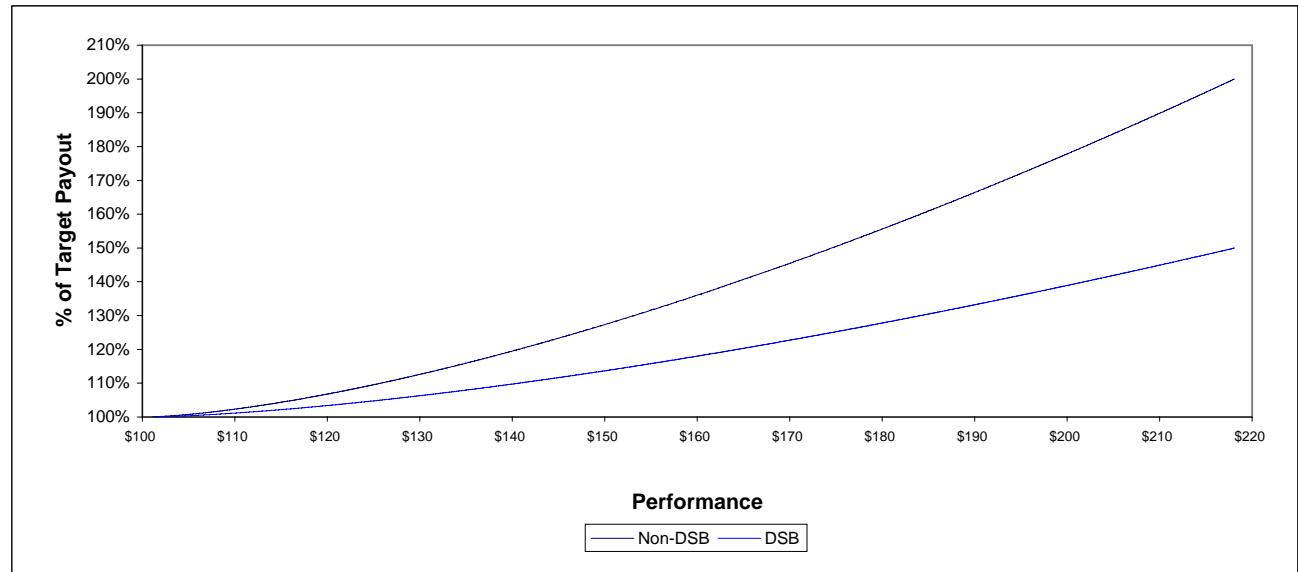
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$50.0	100%	\$50.0
110%	\$66.8	105%	\$66.2
120%	\$77.1	110%	\$76.7
130%	\$85.7	115%	\$85.3
140%	\$93.4	120%	\$93.0
150%	\$100.4	125%	\$100.1
160%	\$107.0	130%	\$106.7
170%	\$113.2	135%	\$112.9
180%	\$119.1	140%	\$118.8
190%	\$124.8	145%	\$124.5
200%	\$130.5	150%	\$130.5



	Target	Maximum
OIBITDAR	\$50.0	\$130.5
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
Proposed 2nd 2008 6-month **Electrical / Electronic Architecture OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$100.4	100%	\$100.4
110%	\$125.0	105%	\$124.1
120%	\$140.0	110%	\$139.3
130%	\$152.6	115%	\$152.0
140%	\$163.8	120%	\$163.3
150%	\$174.1	125%	\$173.6
160%	\$183.7	130%	\$183.2
170%	\$192.8	135%	\$192.4
180%	\$201.5	140%	\$201.0
190%	\$209.8	145%	\$209.4
200%	\$218.1	150%	\$218.1

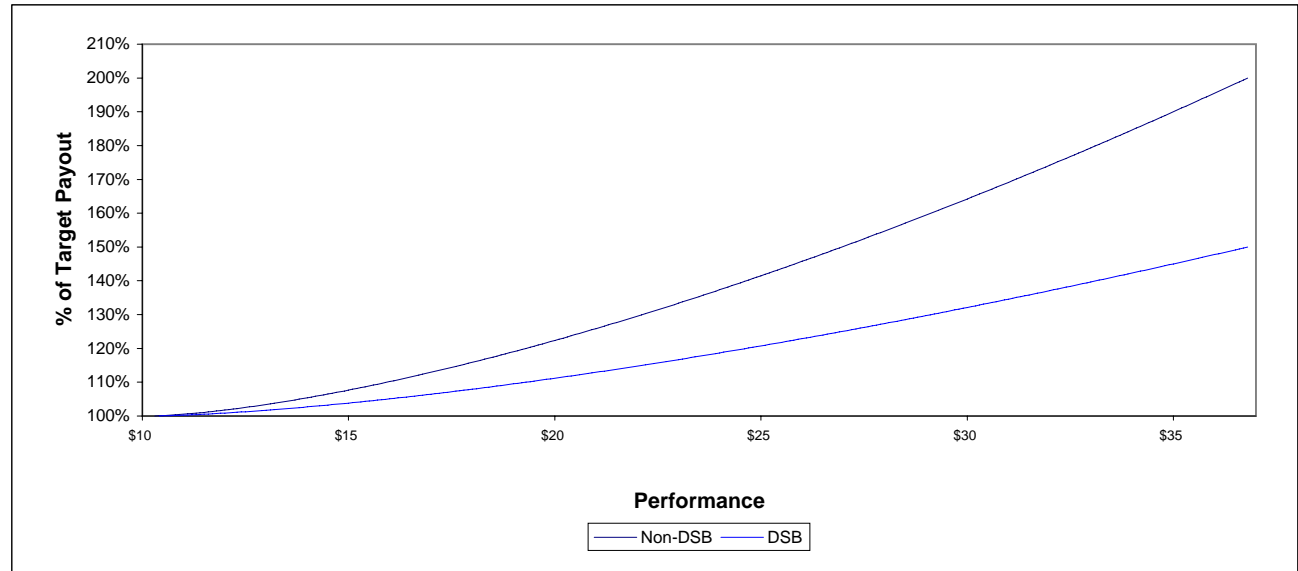


	Target	Maximum
OIBITDAR	\$100.4	\$218.1
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 2nd 2008 6-month **Product Service Solutions OIBITDAR** AIP Payout Curve

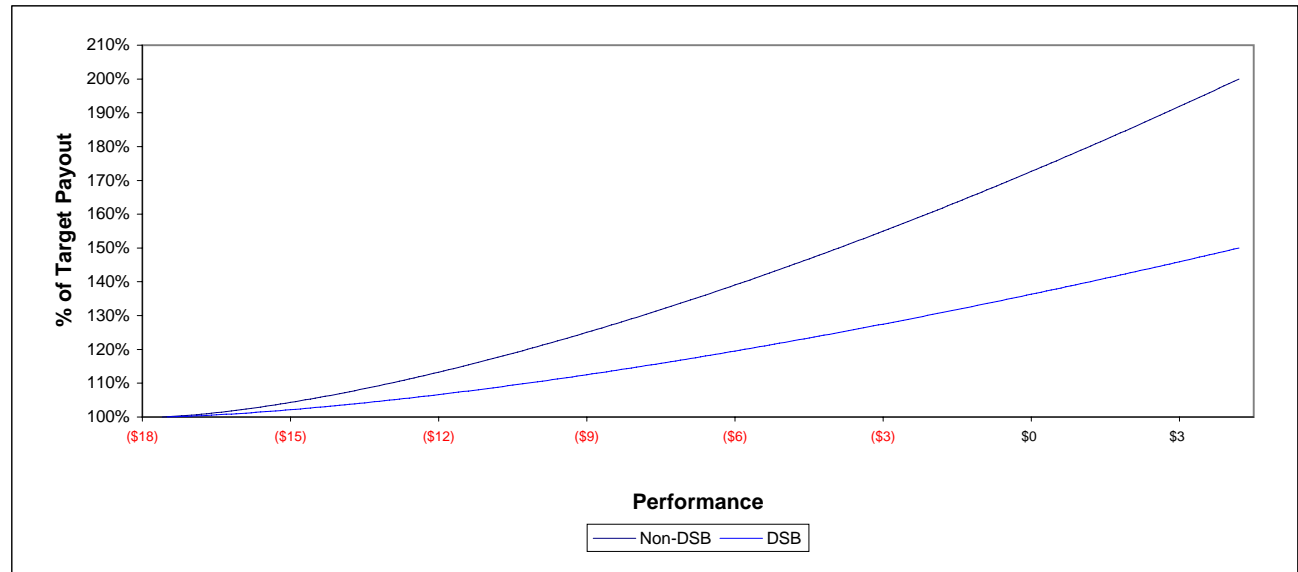
Non-DSB		DSB	
<u>Payout</u>	<u>Performance</u>	<u>Payout</u>	<u>Performance</u>
100%	\$10.2	100%	\$10.2
110%	\$15.8	105%	\$15.6
120%	\$19.2	110%	\$19.0
130%	\$22.0	115%	\$21.9
140%	\$24.6	120%	\$24.4
150%	\$26.9	125%	\$26.8
160%	\$29.1	130%	\$29.0
170%	\$31.1	135%	\$31.0
180%	\$33.1	140%	\$33.0
190%	\$35.0	145%	\$34.9
200%	\$36.8	150%	\$36.8



	<u>Target</u>	<u>Maximum</u>
OIBITDAR	\$10.2	\$36.8
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION
Proposed 2nd 2008 6-month Automotive Holdings Group OIBITDAR AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	(\$17.7)	100%	(\$17.7)
110%	(\$13.1)	105%	(\$13.3)
120%	(\$10.3)	110%	(\$10.4)
130%	(\$7.9)	115%	(\$8.1)
140%	(\$5.9)	120%	(\$6.0)
150%	(\$3.9)	125%	(\$4.0)
160%	(\$2.2)	130%	(\$2.2)
170%	(\$0.5)	135%	(\$0.5)
180%	\$1.1	140%	\$1.1
190%	\$2.7	145%	\$2.6
200%	\$4.2	150%	\$4.2



	Target	Maximum
OIBITDAR	(\$17.7)	\$4.2
Performance %	100%	200%
Payout %	100%	200% / 150% DSB